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SURVEY OF MANPOWER AND EMPLOYMENT STATISTICS
(Including Numbers in Armed Forces)

FEBRUARY, 1944.

NOTE: As this memorandum contains secret data as to Defence Forces and total manpower position, its circulation is limited to a small list of officers who have occasion to use it. Numbers in Defence Forces must not be published in any way and the document must be carefully safeguarded.

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1. TOTAL PERSONS OCCUPIED (FORCES & CIVILIANS)

Total males and females occupied in the Forces and in civil work at June, 1943, (based on the Civil Registration (C.R.7)) are shown below in comparison with figures for July 1939 (based on National Register) and with figures for July 1941 and June 1942 based largely on Pay Roll Tax data (first obtained in July 1941) combined with statistics of enlistments. Figures shown in parenthesis have been interpolated on available evidence. The table is repeated unchanged since the last issue of this Survey, but complete estimates for December 1943 and later will be given after the March 1944 collection of Rural Statistics enables estimates to be made of the change in rural employment since June, 1943.

TABLE 1. AUSTRALIA : OCCUPIED PERSONS (INCLUDING FORCES)

End of Month	1. Forces (Gross en- listments less dis- charges)(a)	2. Employers, Self Em- ployed & Rural helpers(b)	3. Employees at work	4. Unemployed (all causes)	5. Total Bread- winners	6. Bread- winners normally available for work	7. Persons not normally seeking oc- cupation who have become breadwinners
MALES (THOUSANDS)							
July, 1939	12.9	597.1	1495.1	264.0	2369.1	2369.1	-
July, 1941	334.0	(492.0)	1551.4	(80.0)	(2459.4)	2407.4	(50.0)
June, 1942	624.3	(c)	1455.0	26.5	(c)	2426.6	(c)
June, 1943	693.5	407.0	1399.1	19.5	2519.1	2445.8	73.3
December, 1943	691.2	(c)	(c)	(19.5)	(c)	2455.4	(c)
FEMALES (THOUSANDS)							
July, 1939	-	75.0	565.6	34.0	674.6	674.6	-
July, 1941	-	(70.8)	654.5	(20.0)	(746.0)	691.0	(55.0)
June, 1942	16.5	(63.9)	685.8	7.0	(774.4)	699.4	(75.0)
June, 1943	44.7	46.1	710.2	6.3	807.3	708.0	99.3
December, 1943	49.0	(46.0)	(720.6)	(6.3)	(821.8)	712.0	(109.8)
TOTAL (THOUSANDS)							
July, 1939	12.9	672.1	2060.7	298.0	3043.7	3043.7	-
July, 1941	334.0	(562.8)	2205.9	(100.0)	(3203.4)	3098.4	(105.0)
June, 1942	640.8	(c)	2140.8	33.5	(c)	3126.0	(c)
June, 1943	738.2	453.1	2109.3	25.8	3326.4	3153.8	172.6
December, 1943	740.2	(c)	(c)	(25.8)	(c)	3167.4	(c)

(a) See Note (b) to Table 2. (b) The few "helpers" in non-rural industries have been treated as "employees". Male helpers in rural industry are included with employers and self-employed, while female unpaid helpers in rural industry are not included as occupied persons. They are considered to be largely engaged in home domestic duties. (c) Not available.

/Combining

Combining columns 1, 2 and 3, it is seen that the total number of persons occupied in all capacities in the forces and in civilian work increased from 2,745,700 in July 1939 to 3,300,600 in June 1943, that is by 554,900.

Total Persons Occupied in Work or Forces : Australia.

	July 1939	June 1943	Increase
	'000	'000	'000
Males ..	2,105.1	2,499.6	394.5
Females ..	640.6	801.0	160.4
<u>Total:</u>	<u>2,745.7</u>	<u>3,300.6</u>	<u>554.9</u>

The sources of this increase in number of persons occupied were as follows:-

Sources of Increase in Persons Occupied in Work or Forces : Australia
July 1939 to June 1943.

	Males	Females	Total
	'000	'000	'000
Column 4. Decrease in number unemployed ..	244.5	27.7	272.2
Column 6. Normal increase in number of breadwinners available for work ..	76.7	33.4	110.1
Column 7. Abnormal or war-time increase in number of persons occupied in work or forces	73.3	99.3	172.6
<u>Total Increase:</u>	<u>394.5</u>	<u>160.4</u>	<u>554.9</u>

The figures shown in column 7 as representing the abnormal or war-time increase in number of persons occupied in work or forces represent persons who had retired and returned to work, persons who would normally have retired but delayed their retirement, and persons who would not, but for war conditions, have entered into employment or forces. While there is definite evidence that the number of females entering occupation was still increasing steadily up to December, 1943, it is believed that the corresponding number of males had ceased to increase and may have begun to decrease.

A further significant war-time change occurred in regard to grade of employment. Figures in column 2 indicate that the number of males who were employers or self-employed in their own business decreased from 597,100 in July 1939 to 407,000 in June 1943, that is by 190,100. The number of females in these categories decreased from 75,000 in July 1939 to 46,100 in June, 1943, or by 28,900. The decrease in the male employer and self-employer group is relatively far greater than that in number of males employed as wage earners (column 3) and is accounted for by transfer of employers and self-employers to forces and to war-time wage earning employment.

Sufficient data are not available to present the foregoing complete analysis at monthly intervals. The remainder of this bulletin deals with monthly figures for enlistments and wage and salary earners in employment (excluding rural and household domestic).

2. FORCES AND EMPLOYMENT (EXCLUDING RURAL AND HOUSEHOLD DOMESTIC)

The main features of the February 1944 figures may be summarized as follows:-

Males: Compared with the previous month, there was a net reduction in males in the Forces in February of 3,500, while males employed in non-rural industry showed an increase of 1,400. During the year ended February, males in the Forces or employed in non-rural industry decreased by 6,800, the Forces showing a net increase of 5,000 and non-rural employment a net decrease of 11,800.

Females: The net number of females taken into the Forces in February was 100 compared with an average monthly increase of 900 during the twelve months ended February, and the increase in civil employment (other than rural and household domestic) was 1,600 in the month compared with an average increase of 1,400 during the preceding twelve months.

The following table shows, as at the end of July 1939, July 1941, November 1941, November 1942, and recent months, the estimated number of persons employed as wage and salary earners in industry (excluding rural and household domestic) and net enlistments in the Defence Forces. "Net Enlistments" represents the net number of persons taken into Defence Forces and not subsequently discharged into civil life and includes the permanent Defence Forces.

TABLE 2. AUSTRALIA - Wage Earners Employed in Industry
and Total Net Enlistments in Defence Forces.
(Thousands)

End of Month -	Wage Earners Employed in Industry (excluding rural and household domestic)(a)			Total net Enlist- ments in all Defence Forces(b)			Total (excluding wage earners in rural industry and household domestic service)		
	M	F	T	M	F	T	M	F	T
1939 - July ..	1,293.1	437.1	1,730.2	12.9	-	12.9	1,306.0	437.1	1,743.1
1941 - July ..	1,363.4	548.5	1,911.9	334.0	0.2	334.2	1,697.4	548.7	2,246.1
November ..	1,381.3	571.0	1,952.3	391.4	3.6	395.0	1,772.7	574.6	2,347.3
1942 - November ..	1,288.2	612.0	1,900.2	664.3	30.2	694.5	1,952.5	642.2	2,594.7
1943 - February ..	1,286.0	621.6	1,907.6	678.1	38.2	716.3	1,964.1	659.8	2,623.9
May ..	1,275.7	630.7	1,906.4	690.6	43.3	733.9	1,966.3	674.0	2,640.3
June ..	1,273.9	631.3	1,905.2	693.5	44.7	738.2	1,967.4	676.0	2,643.4
July ..	1,270.2	633.4	1,903.6	696.1	46.0	742.1	1,966.3	679.4	2,645.7
August ..	1,269.7	635.7	1,905.4	696.5	47.1	743.6	1,966.2	682.8	2,649.0
September ..	1,267.8	636.8	1,904.6	697.1	47.9	745.0	1,964.9	684.7	2,649.6
October ..	1,270.7	639.9	1,910.6	696.3	48.1	744.4	1,967.0	688.0	2,655.0
November ..	1,271.0	641.3	1,912.3	693.0	48.7	741.7	1,964.0	690.0	2,654.0
December ..	1,272.1	641.5	1,913.6	691.2	49.0	740.2	1,963.3	690.5	2,653.8
1944 - January ..	1,272.8	636.4	1,909.2	686.6	49.1	735.7	1,959.4	685.5	2,644.9
February ..	1,274.2	638.0	1,912.2	683.1	49.2	732.3	1,957.3	687.2	2,644.5

(a) Includes employees of Allied Works Council and Allied Governments, in addition to all other workers engaged in production of war materials and services. A.W.C. employees first appeared in May, 1942, and numbered approximately 38,200 in February, 1944.

(b) Includes permanent defence forces. See Section 5 of this Survey for latest available details of net enlistments in the various arms of the Services since the outbreak of war. The figures represent "Gross Enlistments" less discharges and include dead, missing, prisoners of war and wounded. Figures as to enlistments, discharges, etc., in respect of Army are in process of revision and the figures herein will be amended when check is complete.

3. EMPLOYMENT (EXCLUDING RURAL AND HOUSEHOLD DOMESTIC)

The number of persons employed in July, 1941 and subsequent months (as shown in the first three columns of the previous table) are dissected in the following table into four large groups of employment.

TABLE 3. AUSTRALIA - Wage Earners Employed in Industry -
(excluding Rural and Household Domestic)
(For totals for each month see above)
(Thousands)

End of Month -	Governmental Munitions, Air- craft, Ship- building			Other Factories and Workshops			Government Employment (except Factory)(a)			All Other (a)		
	M	F	T	M	F	T	M	F	T	M	F	T
1941 - July ..	51.4	8.7	60.1	505.9	202.8	708.7	306.0	62.6	368.6	500.1	274.4	774.5
November ..	59.7	11.2	70.9	516.4	210.7	727.1	306.5	66.4	372.9	498.7	282.7	781.4
1942 - November ..	87.0	30.8	117.8	491.4	208.0	699.4	323.1	87.4	410.5	386.7	285.8	672.5
1943 - February ..	90.8	35.7	126.5	490.1	210.1	700.2	320.3	91.9	412.2	384.8	283.9	668.7
May ..	91.9	39.8	131.7	490.2	209.4	699.6	314.0	95.7	409.7	379.6	285.8	665.4
June ..	90.9	39.4	130.3	489.9	209.9	699.8	314.6	99.0	413.6	378.5	283.0	661.5
July ..	89.9	39.0	128.9	489.5	209.9	699.4	316.2	103.8	420.0	374.6	280.7	655.3
August ..	88.4	38.2	126.6	490.5	210.6	701.1	316.6	105.7	422.3	374.2	281.2	655.4
September ..	88.0	37.2	125.2	489.9	211.1	701.0	317.5	106.3	423.8	372.4	282.2	654.6
October ..	86.5	37.1	123.6	491.9	211.1	703.0	317.4	107.0	424.4	374.9	284.7	659.6
November ..	84.2	35.7	119.9	492.4	211.7	704.1	317.5	108.0	425.5	376.9	285.9	662.8
December ..	82.4	33.7	116.1	490.8	211.6	702.4	319.4	109.3	428.7	379.5	288.5	668.0
1944 - January ..	81.8	32.5	114.3	493.8	210.3	704.1	320.6	110.2	430.8	376.6	283.4	660.0
February ..	80.8	32.0	112.8	495.4	210.4	705.8	319.6	111.1	430.7	378.4	284.5	662.9
Increase since November, 1941												
Number ..	21.1	20.8	41.9	-21.0	-0.3	-21.3	13.1	44.7	57.8	-120.3	1.8	-118.5
Per Cent ..	35.3	125.7	59.1	-4.1	-0.1	-2.9	4.3	67.3	15.5	-24.1	0.6	-15.2

(a) Employees on Allied Works Council projects are included as Government Employment or "All Other" according to whether they were working for Governmental authorities or private contractors. Employees of Allied Governments and local and semi-government bodies are also included with "Government Employment".

The figures at the foot of the foregoing table show absolute amounts (in thousands), and percentage of increase in employment since the end of November 1941, indicating the trend of employment in various groups since war was commenced in the Pacific.

Summing up the trend of non-rural employment (other than private domestic) it may be said that from November 1941 to May 1943, munition etc. works required 32,200 extra men and 28,600 extra women, but have subsequently released 11,200 men and 7,800 women. Between November 1941 and February 1944, other Government activities absorbed 13,100 extra men and 44,700 women, while other factories and workshops released 21,000 men, and all other industries released 120,300 men. Female employment in "Other Factories" and "All Other Industries" expanded by 1,500 from November 1941 to February 1944. Further details of the changes in employment in various industries may be obtained from the Monthly Bulletin of Employment Statistics (Table p.3).

4. MOVEMENT INTO WAGE AND SALARY EARNING AND THE FORCES.

The following table shows for February 1944 the number of males and females enlisted in the Defence Forces, those engaged as wage or salary earners in civil occupations other than rural and household domestic pursuits, and unemployed wage and salary earners. Comparison of the changes in each of these groups from pre-war conditions, (July 1939) and from November 1941 is also made. The three centre columns show figures for the complete period since the commencement of war, while the three right-hand columns show that part of the change which has occurred since the entry of Japan into the war.

TABLE 4. AUSTRALIA - Summary of Manpower Statistics as at February 1944.
(Thousands)

Particulars	Totals as at end of February 1944			Increases					
				July 1939 to February 1944 (Whole War Period)			November 1941 to February 1944 (Pacific War Period)		
	M	F	T	M	F	T	M	F	T
(i) Defence Forces. (Gross enlistments less discharges(a) ..	683.1	49.2	732.3	670.2	49.2	719.4	291.7	45.8	337.5
(ii) Wage and Salary Earners employed other than rural and household domestic workers:									
Munitions, Aircraft, Ship-building (Governmental) ..	80.8	32.0	112.8	70.2	30.9	101.1	21.1	20.8	41.9
Other Factories and Workshops ..	495.4	210.4	705.8	68.8	63.3	132.1	-21.0	-0.3	-21.3
Other ..	698.0	395.6	1,093.6	-157.9	106.7	-51.2	-107.2	46.5	-60.7
TOTAL:	1,274.2	638.0	1,912.2	- 18.9	200.9	182.0	-107.1	67.0	-40.1
(iii) Unemployed (through sickness, accident, unfitness and lack of work) ..	(b)19.5	(b)6.3	(b)25.8	-244.5	-27.7	-272.2	- 54.4	-13.0	-67.4
TOTAL DEFENCE FORCES EMPLOYEES & UNEMPLOYED:	1,976.8	693.5	2,670.3	406.8	222.4	629.2	130.2	99.8	230.0
(iv) Normal Increase in Wage and Salary Earners: (c) ..	-	-	-	72.3	34.6	106.9	28.3	14.5	42.8
(v) Persons drawn from "not gainfully occupied" groups (d), employers and self-employed and from rural and private domestic wage earners ..	-	-	-	334.5	187.8	522.3	101.9	85.3	187.2

(a) Fuller details of Defence Forces enlisted since the commencement of war are given in Section 5 of this summary. A small number of permanent forces are included in (i) above. See footnote (b) to Table 2.

(b) Unemployed wage and salary earners as recorded at the Civilian Register, June, 1943.

(c) Estimated increase in the number of available wage and salary earners due to population increase, assuming (in the case of females) continuation of pre-war increasing proportion of females seeking employment.

(d) "Not gainfully occupied" groups include independents, retired persons, women and young persons not following an occupation.

The preceding table shows that since July 1939, net enlistments in the Defence Forces have been 719,400 persons (670,200 males and 49,200 females), while 182,000 additional wage and salary earners (200,900 additional females offset by 18,900 fewer males) have been engaged by industries other than rural and household domestic service. This total of 901,400 persons (651,300 males and 250,100 females) has been drawn from:-

	Males	Females	Total
(a) Unemployed wage and salary earners ..	244,500	27,700	272,200
(b) Normal increase of wage and salary earners ..	72,300	34,600	106,900
(c) Persons not gainfully occupied, employers and self-employed, and rural and private domestic wage earners ..	334,500	187,800	522,300
TOTAL:	651,300	250,100	901,400

Table 5 summarizes the salient features of the foregoing statistics for males and females separately in three periods:- (a) July 1939 to November 1941 - the period of war prior to the entry of Japan; (b) November 1941 to September 1943 - the first 22 months of the Pacific War during which net enlistments reached a peak; (c) the five months ended February, 1944.

TABLE 5. AUSTRALIA - Analysis of Manpower Statistics, 1939-43.

Particulars	Total for each Period			Average per month		
	July 1939 to Novem-ber 1941 (28 mths)	Nov. 1941 to Sept. 1943 (22 mths)	Sept. 1943 to Feb. 1944 (5 mths)	July 1939 to Novem-ber 1941 (28 mths)	Nov. 1941 to Sept. 1943 (22 mths)	Sept. 1943 to Feb. 1944 (5 mths)
MALES (THOUSANDS)						
Increase in Defence Forces (a) ..	378.5	305.7	-14.0	13.5	13.9	-2.8
Increase in employment (other than rural) ..	88.2	-113.5	6.4	3.2	-5.2	1.3
Total Increase in Forces and Industry:	466.7	192.2	-7.6	16.7	8.7	-1.5
The Sources of this increase were:						
(i) Decrease in unemployed ..	190.1	54.4	-	6.8	2.4	-
(ii) Normal increase in Wage and Salary earners ..	44.0	21.7	6.6	1.6	1.0	1.3
(iii) Drawn from other groups (b) ..	232.6	116.1	-14.2	8.3	5.3	-2.8
FEMALES (THOUSANDS)						
Increase in Defence Forces ..	3.6	44.3	1.3	0.1	2.0	0.3
Increase in employment (other than rural & household domestic) ..	133.9	65.8	1.2	4.8	3.0	0.2
Total Increase in Forces and Industry:	137.5	110.1	2.5	4.9	5.0	0.5
The source of this increase was:						
(i) Decrease in unemployed ..	14.7	13.0	-	0.5	0.6	-
(ii) Normal increase in wage and salary earners ..	20.1	10.6	3.9	0.7	0.5	0.8
(iii) Drawn from other groups (b) ..	102.7	86.5	-1.4	3.7	3.9	-0.3

(a) See explanation of net enlistments in Section 5 on page 6 hereof. See also footnote (b) to Table 2. (b) As defined in (v) in Table 4.

Males: During the first period of the war, males in the Forces increased by 378,500 and employees in non-rural industry by 88,200, a total increase of 466,700, or 16,700 men per month. This large increase was made possible by increase in available wage and salary earners (1,600 males per month) by re-employment of unemployed at an average rate of 6,800 per month, and by the movement of 8,300 men per month into wage or salary earning or the Forces from the employing group, rural wage earning, and males who would not normally be occupied (young boys and elderly men).

In the second period from the outbreak of war in the Pacific until September 1943, when net enlistments reached a peak, the rate of intake into the Forces averaged 13,900 monthly. Unemployed, the re-employment of whom averaged 2,400 per month, was exhausted by June 1943; and the intake of men from employers, rural wage earners, and normally unoccupied males was lower than in the early war period, but still averaged 5,300 per month. The number of non-rural wage and salary earners decreased by 113,500 or 5,200 per month.

From September 1943 to February 1944, (third period, Table 5) the number of net enlistments of males in the Forces has decreased by 14,000 or 2,800 per month. The number

of non-rural wage and salary earners has increased 6,400, showing an increase of 1,300 per month. With normal increase of 6,600 becoming available, the net result has been a decrease of 14,200 or 2,800 per month in the number of males drawn from employers, rural wage earners, and unoccupied males. This decrease is partly accounted for by the policy of returning men from the Army for rural work. It is also apparently due in part to the fact that some elderly men who returned to employment in the early days of war are now being forced, through physical incapacity, to discontinue working. There is evidence that the total number of males available for forces and employment has ceased to increase and has been declining since the middle of 1943.

Females: Women commenced to be recruited for the Forces about the middle of 1941. They averaged only 800 per month from July to November, 1941, but in the next 22 months averaged 2,400 per month (Table 5). In the 5 months, September 1943 to February 1944, the average fell to 300. Those entering industry averaged 4,800 each month from July 1939 to November 1941, during the next 22 months they averaged 3,000, and in the 5 months September 1943 to February 1944, there was only a very small increase. The largest sources of additional female labour were unoccupied women, women engaged in private domestic service, and employers and self-employed women. These sources provided 3,700 per month in the period July 1939 to November 1941, 3,900 per month during the 22 months ended September 1943, but have not been productive of a net addition to female labour supplies since that date.

5. DEFENCE FORCES

The numbers of persons enlisted in the Defence Forces since the commencement of war are summarized from official records in the following statement. The gross enlistments are shown in the first column while the second column represents the net number taken into Defence Forces and not discharged. It includes deaths, missing, prisoners of war and wounded. This total, with the addition of Permanent Forces, is the significant figure for manpower purposes and has been used in the preceding tables. It shows the net extent to which the Defence Forces have drawn men and women from civil life. Actually it is a little understated, as a small number of the persons discharged from the Forces are incapacitated, temporarily or permanently, and not fit to resume civil occupations.

TABLE 6. DEFENCE FORCES : AUSTRALIA
Enlisted from commencement of War to 29th February, 1944.
(Full-time continuous duty)

Services			Gross Enlistments	Net Enlistments
MALES				
Military - A.I.F. (a)	..	..	433,722(b)	368,918(b)
Militia (including Garrison) (a)	..	..	234,005(b)	118,329(b)
V.D.C.	..	..	4,688(b)	2,910(b)
Air - R.A.A.F.	..	..	174,694	152,378
Naval - R.A.N. and R.A.N.A.S.	..	..	32,178	28,889
TOTAL MALES:			879,287	671,424
FEMALES				
Military - Nurses, A.I.F. (a)	..	..	2,873	2,619
Nurses, Militia (a)	..	..	1,321	504
A.A.M.W.S. - A.I.F. (a)	..	..	3,142	2,867
A.A.M.W.S. - Militia (a)	..	..	3,408	2,823
A.W.A.S.	..	..	22,134	19,955
Air - W.A.A.A.F.	..	..	22,685	18,118
R.A.A.F. Nursing Service	..	..	446	446
Naval - W.R.A.N.S. and R.A.N.N.S.	..	..	1,848	1,848
TOTAL FEMALES:			57,857	49,180

(a) These figures allow for transfer from Militia to A.I.F. units.

(b) Approximate, subject to revision. As to Army figures, see footnote (b) to Table 2.

The largest increase during February in the net figures for males occurred in the R.A.A.F. (2,500). The A.I.F. total decreased by 1,400 after taking into account transfers from the Militia. The net total of the A.I.F. and Militia together declined by 5,900 compared with January. Amongst females the only important changes were an increase of 150 in the net number of W.A.A.A.F. and a decrease of 100 in the A.W.A.S.